

# Become a Certified WorkStyles Practitioner

For independent consultants & HR business partners

A 3-day certification that gives you direct access to the WorkStyles platform and the framework behind it — so you can debrief individual and team reports, run the platform yourself, and win larger, recurring client work.

DOING · EXECUTION

## Doing

Getting things done,  
quality standards

RELATING · PEOPLE

## Relating

Stakeholder  
engagement, team  
cohesion

REASONING · LOGIC

## Reasoning

Strategic orientation,  
business acumen

CREATING · IDEAS

## Creating

Innovation, creative  
problem solving

Most team coaching still relies on generic personality tests that sort people into abstract categories. Corporate clients are tired of theoretical frameworks — they want to know exactly why their execution gaps occur, and how to fix them. This is how you deliver that.

## THE OPPORTUNITY

# Stop guessing. Start growing your practice.

WorkStyles, the AI-powered assessment platform from GoAspire, combines behavioural data science with AI analysis to reveal an individual's natural way of working — their unique professional DNA. It measures preferences across four styles — Doing, Relating, Reasoning and Creating — and shows how those preferences combine into the dynamics that drive (or stall) team performance.

Becoming a certified WorkStyles practitioner gives you direct access to that platform and the framework behind it, plus the credibility of a methodology built on Aspire Consulting's 20 years and 500+ facilitation engagements across Southeast Asia.

## CORE BENEFITS FOR YOUR PRACTICE

### Win new & larger clients

Stand out with a concrete, data-driven team diagnostic that resonates with CEOs, HR directors and business leaders — and make confident, informed recommendations from your very first conversation.

### Grow recurring revenue

Move beyond one-off coaching. Offer ongoing team-alignment workshops, talent diagnostics and framework-driven staff coaching that clients come back for.

### Constructive client conversations

Shift sessions away from defensive talk about "weaknesses." Focus instead on possibilities and alignment — how styles from Doing to Creating prevent groupthink and drive better decisions.

### Full platform access

Get your own login to the WorkStyles platform, where you can build, manage and run unlimited individual and team assessments for every client you take on.

### Ongoing advisory support

You're not left to figure it out alone. GoAspire's Directors, Pete and Helen, provide direct support as you prepare for and structure your first paid client debriefs.

**20+**

years of facilitation

**500+**

team interventions

**5,000+**

professionals  
assessed

**300+**

paying clients

***"Suddenly, everything about this team makes sense."***

## An intensive, practical certification

An intensive, highly interactive programme combining taught sessions, group discussion and live practice — so you leave confident debriefing both individual and team WorkStyles reports, and running the platform yourself.

### DAY 1

#### The Individual Profile — Foundations & Work Preferences

- **What a Work Style is:** a preference for a particular way of working, not ability — so there is no "good" or "bad" profile, plus how Work Styles form.
- **The four WorkStyles in depth:** for each style, the overview, task orientation, the "dark side," and how to connect with it.
- **Interpreting the profile:** reading the scoring bands (70+ Primary, 31–69 Secondary, ≤30 Low) and framing low preferences as delegation signals, not deficits.
- **The Confirm, Explore, Apply (CEA) method:** the three-step debrief model, with first paired practice on Overview and Work Preferences.

### DAY 2

#### Deepening the Profile — Contributions, Communication & Stress

- **Team contributions:** the 24 contributions across the four families, each shown as a Leading or Supporting aptitude.
- **Communication styles:** the nine measured communication styles, of which the top three appear on a profile.
- **Stress & ideal work environment:** reading and debriefing each person's stress factors and the conditions in which they do their best work.
- **Coaching principles:** Style ≠ Skill — with live debrief practice, feedback and role play.

### DAY 3

#### The Team Profile & Platform Mastery

- **From individual to team:** reapplying the CEA model at team level — composite Overview, Alignment, and the "power gap."
- **Team dynamics & contributions:** the preferences map, modelling an absent member, and spotting ownerless aptitudes across all 24 contributions.
- **Recommendations:** focusing the team on a maximum of two high-impact recommendations, with a plan and a review point.
- **Platform mastery (Control):** Organizations, Divisions and Teams, the Team Join Link, users and assessments — plus final teach-back certification.

Throughout the programme, you'll work inside the live WorkStyles platform — the same dashboard you'll use with your own clients — not a theoretical slide deck.

Cohort sizes are strictly limited to protect the quality of peer-to-peer feedback and live debrief practice.

## Transparent pricing, HRD Corp-claimable certification

### FACILITATOR CERTIFICATION

# MYR 6,000

per person · 3-day certification

- 3-day certification, cohorts strictly limited
- Live platform practice throughout
- Direct coaching from Pete & Helen
- Full platform access for every client you take on
- **HRD Corp claimable** for qualified corporate sponsors

## HRD Corp

Fully claimable under HRD Corp levies

- Facilitation & certification are HRD Corp claimable
- Fundable from your training levies
- Available to qualified corporate sponsors
- GoAspire is a Malaysia Digital (MD) status company, accredited by MDEC

### MEET YOUR FACILITATORS

This programme is run directly by the architects of the WorkStyles framework — so you learn straight from the source.

#### Pete Pereira

##### DIRECTOR

Specialises in leadership-team alignment, cross-functional team feedback and conflict resolution. Coaches and mentors leadership teams across Asia.

#### Helen Langhammer

##### DIRECTOR

Focuses on team development, talent assessment, role definition, interviewing and recruitment. Has delivered training across Europe, America and Asia.

## Ready to become a certified WorkStyles practitioner?

To guarantee high-quality peer-to-peer feedback and direct coaching, cohorts are strictly limited. Secure your seat.

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